



Individual focus. Community perspective.

May 2012

NCIA Gazette

The Newsletter of the National Center on Institutions and Alternatives

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On Monday, April 30, 2012, NCIA celebrated the grand opening of its \$3 million Career Development Center located at 2621 Lord Baltimore Road in Woodlawn, Maryland.

State and local dignitaries attended the event including Baltimore County Executive Kevin Kamenetz, Legislative Aide representing Delegate Adrienne Jones, Speaker Pro Tem, Baltimore County Council Chairwoman Vicki Almond and Baltimore County Councilman Kenneth Oliver.

The Career Development Center is a state-of-the-art, 19,000 square foot facility that will support approximately 250 adults with intellectual disabilities. The new building is designed to create a space that is conducive to learning. Plenty of open space, natural light and an outdoor atrium provide a great learning environment.

The Career Development Center features the following programs:

- ❖ Café and cafeteria
- ❖ Computer training center
- ❖ Creative art room
- ❖ Exercise and fitness center
- ❖ Retail mall and gift shop
- ❖ Staff training centers
- ❖ Vocational training and conference rooms

Call Walter Billips (443.780.1375) or James Hack (443.780.1379) to tour the Center when you have a chance!

Housekeeping Crew at 7222 Ambassador Road

Supervised by Mia Titus, job coach, the individuals working at NCIA Headquarters are doing a fantastic job of keeping the building clean. Every morning you are greeted by “good mornings” and smiling faces from the cleaning crew as well as sparkling windows, vacuumed hallways and clean restrooms. Mia says she enjoys working with the individuals and they all take great pride in their work.

Thank you Mia for doing a wonderful job!

*Herbert J. Hoelter
Co-Founder and CEO*



Back row: Melvin Toran, Jerome Harvey, Jefferson McKnight, David Mitchell
Front row: Robin Urquhardt, Anthony Harris, Senika Ames, Mia Titus
Absent is Willie Tyler

NCIA Teamwork

The Youth In Transition school received a referral for a Baltimore City Public School student who is wheelchair bound and medically fragile. This is a student we had worked with in the past until she had an accident and they ask us to accept her back. I reached out to Rodney Norris to see if we could access the van that is wheelchair accessible and with Derick Boyd’s help and Herbert Johnson as a driver we were able to make it work, with Maureen Loiseau’s school van driver coordinating the afternoon return home trip.

We then reached out to Youth Residential Services nurse Michelle Shaneyfelt to support the school’s nurse Dalia Grant to cover the medical issues and required supplies.

Finally Michelle Kilkenny held an IEP meeting with the local school system, the group home staff, the medical staff, the school’s clinical staff and others. This “short story” ends with the student coming back to our school.

Herb, you put together a strong team and this is just another example of how well we work together to serve our population(s) There were so many people involved with the planning, I wish I could do more to thank everyone.

*Dr. Larry Norris
Executive Director, Youth Services*

Herb Hoelter, CEO, Hosts Group from Russia

The World Trade Center Institute called upon Herbert J. Hoelter, NCIA’s CEO and one of the nation’s leading expert on criminal justice issues, to address a group of legal fellows from Russia.

This delegation of law professors and attorneys were interested in learning more about the U.S. judicial and legal systems. Before coming to NCIA, the group toured prisons and jails in Maryland. Mr. Hoelter talked to the group about alternatives to incarceration. His presentation on May 10, 2012 was well received by the group.



Youth In Transition School Students Participate in Equestrian Therapy

The students in Nichelle Jessup's class for autistic students have been participating in a unique opportunity at the Maryland Council for Special Equestrians in Catonsville. There, the students have been attending a five-session program in which they are learning to care for and ride horses. Working with horses benefits communication, motor skills and social skills of people with disabilities. Besides learning riding skills, participants can also learn companionship, responsibility,



confidence, vocational and educational skills.

Student Travon Pinkcett was initially very afraid of the horses and was startled by the sounds they made. However, by the third visit, he had conquered his fear enough to transition from grooming and petting the horses to actually riding them. Prospective graduate Brandon Taylor was remarkably calm and gentle when interacting with the horses, and was soon joining Travon on horseback. All of the students in the class were able to participate in activities with the horses, even those with the most severe disabilities.

Therapeutic riding has been very useful in assisting those with cognitive, physical and

emotional disabilities make positive changes in their lives. A student who interacts with his or her horse may extend this interaction to improving relationships with people. A horse may also help a person feel in control of his or her own situation. In addition, to care for and ride a horse requires a student to communicate effectively both with the horse and instructor, making riding a social activity.

The Maryland Council for Special Equestrians is located at 2501 Frederick Road in Catonsville, Maryland. Therapeutic riding, summer camps, educational programs and field trips for children and adults with disabilities are provided in conjunction with Baltimore County Department of Therapeutic Recreation at the farm. The farm also provides a wide range of volunteer opportunities to the community,

which further breaks down the barrier between those with and without disabilities.

The farm even presents an Annual Horse Show, where riders demonstrate the skills learned during lessons. The next show takes place June 9, 2012.

Ms. Jessup's students would like to extend a special thanks to Tina Wehland for providing excellent instruction during our visits to the farm. For more information about visiting the farm or volunteering, contact Tina Wehland, program director, at 443.487.1347 or Angela Schwartz at 410.549.7779.

*Sandy Fallon
Speech Language Pathologist
Youth In Transition School*

ADP — Where We Are Now

Phase 2: Making ADP a part of your every day NCIA life with the ADP time recording system — eTime.

Who's on eTime?

Youth In Transition School, Career Development Center, Human Resources, Adult Residential Services Administration and Tony Carter's team are up and running. Will Smith's team is next to the plate.

As a reminder, if you haven't registered on ADP's website you will need to do so. Registration instructions were provided by email and are available from your supervisors.

Leave Balances

You will see that your leave balances are listed on your pay stubs. If you have any questions about your balances, please call Jayne Gessner at 443.780.1313.

*Rhonda Pierce, SPHR, PMP
Vice President, Human Resources*

Win \$\$\$ for Reading the NCIA Gazette!

Congratulations to Juliet Page April's winner of \$25. Keep reading the Gazette and you could be a winner too! If you find your name displayed like this: (*Jane Doe*) in the Gazette, you will then have until the following Monday by 12:00 Noon to call Jayne Gessner, HR, 443.780.1313 to claim your \$25!

Missed Training Fee Charges are in Place

After months of reminding staff that the \$20 "No Show" fees were coming, NCIA deducted the fees from 60+ staff that missed trainings in March. Staff who missed trainings in April will see their deductions on the June 1st paychecks. Please don't end up on this list. Show up or you will be charged.

If you can't make a scheduled class, **just inform your director** as far in advance as possible and ask to reschedule your class.

Happy Birthday to NCIA Staff!

June 2nd

Barbara Barocca
Timothy Evans
Sharmain Henderson
Isatu Kargbo
Danny Lanier

June 3rd

Charlotte Thomas-Butler

June 4th

Katlyn Allers

June 5th

Lindsay Hayes
Michael Wright

June 6th

Emmett Edwards
Littleton Nowlin
James Ola
Roberta Purvis

June 7th

Marlene Norman
Michele Parham

June 8th

Steven Cager
Ketrick Duncan
Melvin Herbert
Marty Ray Hudgins

June 9th

Stanford Dorsey

June 10th

Reno Owens
William Smith

June 11th

Sheriff Badru
Richelle Gwynn
Ramatu Kamara

June 12th

Anthony Carter
Ronald Johnson

June 13th

Michael Thomas Scott

June 15th

Alice "Sunshine" Boring
Kenneth McEachen
Shanita Page
Meghan Reilly

June 16th

Veronica Gibson

June 19th

Anthony Owens
Adeline Tanteh
Anthony Wright

June 20th

Rudolf Esambe-Nabola Ebot
David Hall

June 21st

Anita Johnson
Doris Myers

June 22nd

Kathleen O'Boyle
Alvin Simmons

June 24th

Rodney Norris

June 26th

Muftau Bisiriyu
David Blitz
Ahmein Watson
William Wilson

June 28th

Debra Wade

June 30th

Quentin Johnson
Shawn Joyner

The "20 Good Men" Referral Program

Congratulations to our first two employees to receive \$250 referral payments for referring "good men" that they know. Thanks Shamicka Moore and Sylvester Conn!

For the rest of you, there is still time to refer the "good men" you know.

As a reminder, to address the requirement of some of our clients who must be assigned to male staff, we are looking for "20 Good Men."

- ❖ Refer male applicants and tell them to list you as their referring source.
- ❖ If hired, successfully complete training and 90 days on the job, you will receive \$125 (1/2 of the referral bonus).
- ❖ Once your referral successfully completes six months of employment you will receive an additional \$125 for a total of \$250.

Once we reach our "20 Good Men" goal this program will be discontinued so spread the word to all of the good men you know.

*Rhonda Pierce, SPHR, PMP
Vice President, Human Resources
(Garrett Stewart)*

Anniversaries

June 2012

35 Years

*Herbert J. Hoelter
Co-Founder and CEO*

5 Years

*David Hall
Natalie Thomas
Tabatha West
Adult Residential Services*

*Muftau Bisiriyu
Kimia Moore
Career Development Center*

*Sandra Fallon
Youth In Transition School*

NCIA Career Opportunities

Interested in trying something new or applying your talents in a different position? You can check out all open positions on NCIA's website at www.ncianet.org

Positions Available

Residential Counselors for
Adult and Youth Residential Services

Job Coaches

Maintenance Technician

Building Maintenance
Special Education Instructor

Van Aides

Driver

Residential Director

*LaToya Dow
Employment Specialist/Recruiter*



**TRAINING
HOTLINE**



Remember to call 443.780.1495
after 4:00 p.m. the day before
your scheduled training to confirm
your class is on as scheduled.